

ADEQ Benefits Summary



The State of Arizona benefits summary for full-time permanent employees

INSURANCE

Available for all benefit eligible employees and their qualified dependents

Medical Plans & Bi-Weekly Premiums

EPO (Exclusive Provider Organization)

EE: \$20.92 • EE + S: \$62.23 • EE + I: \$52.82 • Family: \$115.57

PPO (Preferred Provider Organization)

EE: \$53.54 • EE + S: \$112.43 • EE + I: \$75.30 • Family: \$131.25

HDHP w/ HSA (High Deductible Health Plan w/ Health Savings Account)

EE: \$10.15 • EE + S: \$30.46 • EE + I: \$25.89 • Family: \$56.35

Dental Plans & Bi-Weekly Premiums

Delta Dental (PPO) | EE: \$14.30 • EE + S: \$30.33 • EE + I: \$23.34 • Family: \$48.26

Cigna (Prepaid DHMO) | EE: \$1.64 • EE + S: \$3.29 • EE + I: \$3.08 • Family: \$5.46

Doctor on Demand Telemedicine

Connect with doctors via smartphone, tablet or computer on demand 24/7 or by appointment (covered by medical plan)

Premise Health Clinic and Pharmacy (Phoenix only)

Acute medical services, Rx refills, lab work, immunizations, annual physicals and more with same day appointments available

Long Term Disability

Mandatory participation that pays 66 2/3% of earnings; employee & employer contribute .17%

Life Insurance paid by the State

\$15,000 of Basic Life, \$15,000 of Accidental Death and Dismemberment, \$1,000 non-smoker benefit

Flexible Spending Accounts*

Pays for eligible medical, dental, vision and dependent care expenses with pre-tax dollars

Additional Benefits*

Supplemental Life Insurance • Dependent Life Insurance • Short-term Disability • Vision coverage

*Premiums fully paid by the employee

WORK • LIFE BENEFITS

Free or low cost educational classes, health screenings, eMindful classes, immunizations and interactive web tools

Health Impact Program (HIP)

Reach 500 points and earn up to \$200

Employee Assistance Program

12 free counseling sessions

24/7 support, resources and information on emotional support, legal guidance, work life solutions, financial resources, funeral planning and more

RETIREMENT

Arizona State Retirement System (ASRS)

Employee and Employer contribute 11.94%

Participation is mandatory and deductions begin 27 weeks after hire

TIME OFF

Holidays

10 paid holidays per year

Vacation (Annual Leave)

Years of Service	Days per Year
Fewer than 3	13 days
3 to 8	18 days
9 or more	21 days

Maximum accrual is 320 hours

Employees reporting to the Director, Deputy Director or Assistant Director receive 21 vacation days per year

Sick Leave

12 days per year; no maximum accrual

Family Sick Leave

40 hours per year (charged to employee's sick leave)

EDUCATION REIMBURSEMENTS & DISCOUNTS

Eligible employees may receive up to \$2,000 per year in tuition reimbursement

Tuition discounts available to employees and dependents range from 10% to 15%

WORK SCHEDULES

Alternative work schedules and telecommuting (eligibility based on position and business need)

ADDITIONAL BENEFITS

Free Covered Parking

On-Site Café

Capitol Rideshare

Offers a variety of incentives (Maricopa County only) and resources (Maricopa County and Tucson metro area) to help state employees share the ride

Public Transit Subsidy (Maricopa County only)

50% of the fare, up to 1/2 the cost of a monthly pass (capped at the monthly reduced rate)

Paid thru automatic payroll deductions and only charged when used

Grid Bike Share

\$30 per year = 60 minutes of daily usage



The Arizona Legislature established the Arizona Department of Environmental Quality (ADEQ) as the state's environmental regulatory agency under the Environmental Quality Act of 1986 to serve as a separate, cabinet-level agency to administer all of Arizona's environmental protection programs. Since then, ADEQ's enduring and vital mission is to protect and enhance public health and the environment of Arizona. For more information, visit azdeq.gov.

ADEQ MISSION

To protect and enhance public health and the environment.

ADEQ VISION

Create balanced leading-edge environmental protection through technical and operational excellence and radical simplicity for customers and staff.

For more information on employee benefits visit www.benefitoptions.az.gov

ADEQ is an equal opportunity employer. Persons with a disability may request a reasonable accommodation. Telephone the Human Potential Office at 602-771-4791 to arrange accommodation or request an alternative format.